NAVY MEDICINE
World Class Care…Anytime, Anywhere

IT Workforce

Presented by:
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Director, IT Workforce and Training

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Agenda

- Learning Objectives
- IM/IT Workforce Current State Analysis
- BUMED-M6 Staffing Framework
- Targeted Workforce Demand Analysis
- Estimated Resource Requirements
- Career Resource Tools
- Discussion: This session will include time for participants to ask questions and express their views on IT workforce challenges, needs, and key activities.
- Points of Contact

Learning Objectives

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- The importance of developing a workforce analysis plan
- Understand the current worforce

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IM/IT Workforce Current State Analysis

The current state analysis provides a solid foundation for creating a framework, workforce maps, and recommendations for the NAVMED IM/IT workforce.

- Civilians:
  - 0332
  - 0335
  - 0390
  - 0391
  - 0392
  - 0394
  - 1410
  - 1412
  - 1420
  - 1550
  - 2210
- Enlisted:
  - 2210
  - 1550
  - 0332
  - 0335
  - 0390
  - 0391
  - 0392
  - 0394
  - 1410
  - 1412
  - 1420
- Officers:
  - 2210
  - 1550
  - 0332
  - 0335
  - 0390
  - 0391
  - 0392
  - 0394
  - 1410
  - 1412
  - 1420

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IM/IT Workforce Current State Analysis

Targeted human capital initiatives require an understanding of the current and projected IM/IT civilian workforce demographics.

The *typical* NAVMED IM/IT civilian full-time equivalent (FTE) is a GS-10 in the 2210 occupational series, has completed some college coursework and 13.3 years of service to the federal government, and will retire between now and 2015.	
NAVMED IM/IT Population	NAVMED consists of **12,972** civilian FTEs[1], **895** of which are civilian IM/IT FTEs across the organization (545 filled , 350 vacant)[2]
IT Occupations	**76.6%** of the NAVMED IM/IT FTE workforce is in the GS-2210 occupational series. Distribution of IM/IT occupations are: **686** GS-2210 (IT Specialist) and **44** GS-0335 (Computer Assistants)
Retirement Eligibility	**30.8%** of the *current* NAVMED IM/IT FTEs are *currently* retirement eligible, **43.4%** (cumulative) will be eligible to retire between now and 2015, **56.4%** (cumulative) by 2020 years, based on total current filled positions
Education (highest degree achieved)	**38.2%** have a high school degree or less, **29.5%** have completed some college coursework or have obtained an Associates degree, **19.8%** hold a Bachelors degree, and **12.5%** have achieved degrees beyond a Bachelors
Years in Federal Service	*Current filled* positions have an average of **13.3** years in federal service
Grade Level	The average General Schedule (GS) grade level is **GS-10**, with the majority of the distribution between GS-07 to GS-12

NAVMED IM/IT Civilian Workforce at a Glance

[1] Figures are based on FedScope.com. September 2010.
[2] Figures are based on data provided by NAVMED. September 2010.

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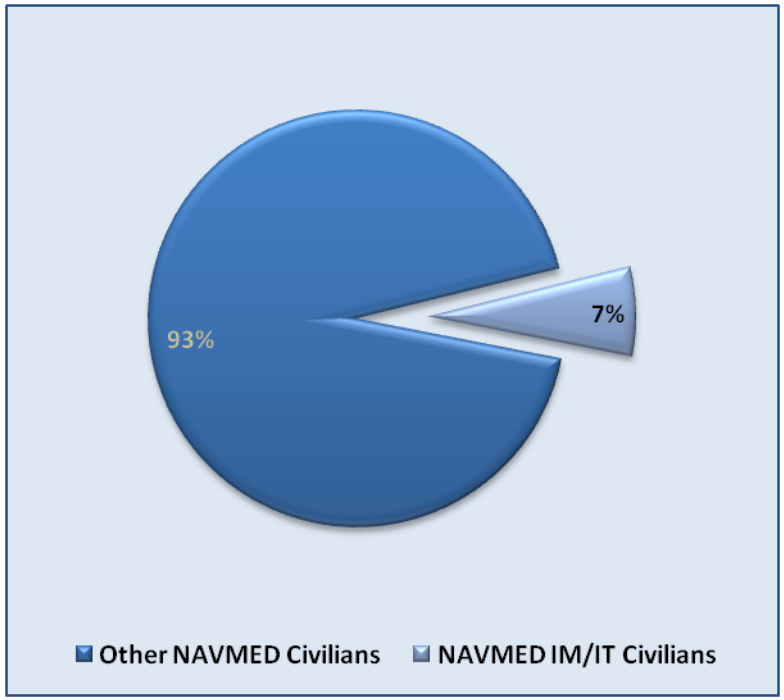
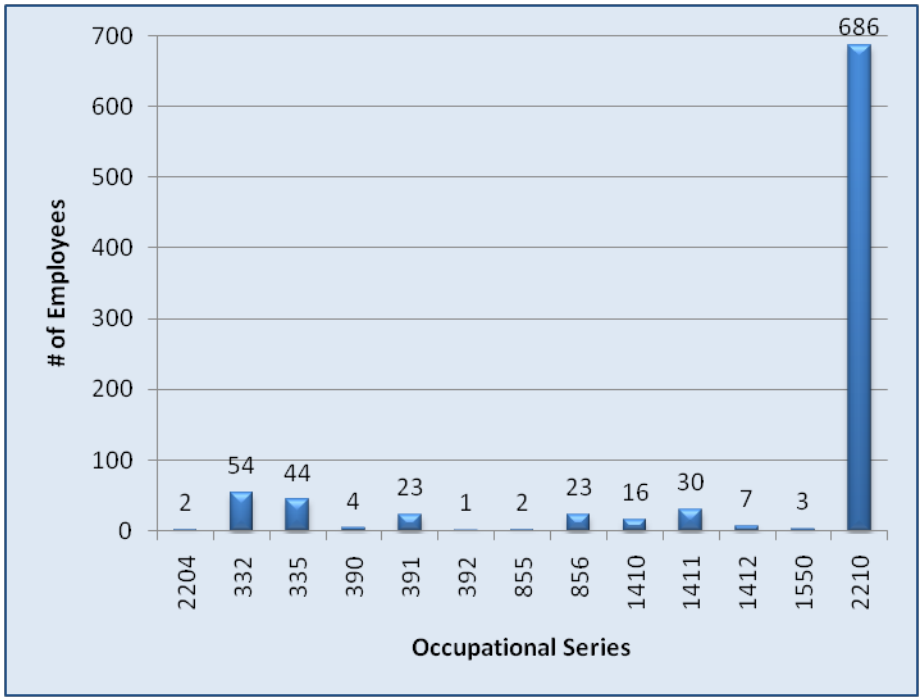
Profile of NAVMED: IM/IT Civilian Workforce and Occupational Series Distribution

Distribution of NAVMED Civilian Workforce



NAVMED IM/IT Civilians by Occupational Series



Of the 7% of the NAVMED civilian workforce in the IM/IT functional area, 76.6% of the employees fall within the GS-2210 occupational series.

[1] Figures are based on FedScope.com. September 2010.
[2] Figures are based on data provided by NAVMED. September 2010.

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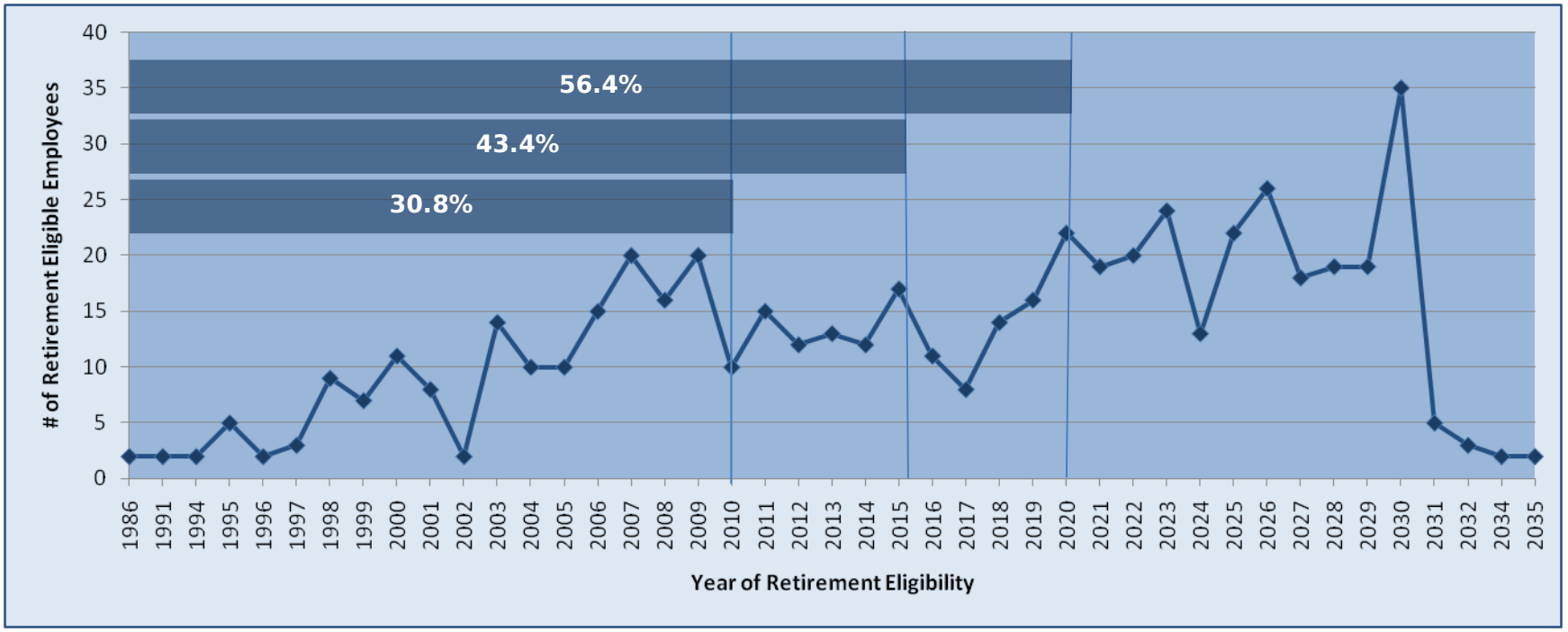
IM/IT Workforce Current State Analysis

Figure 6: NAVMED IM/IT Retirement Eligibility



While 30.8% of the current IM/IT civilian workforce is eligible to retire now, the issue compounds by 2020 when 56.4% of the workforce will be eligible to retire.

1 Figures are based on data provided by NAVMED. September 2010.

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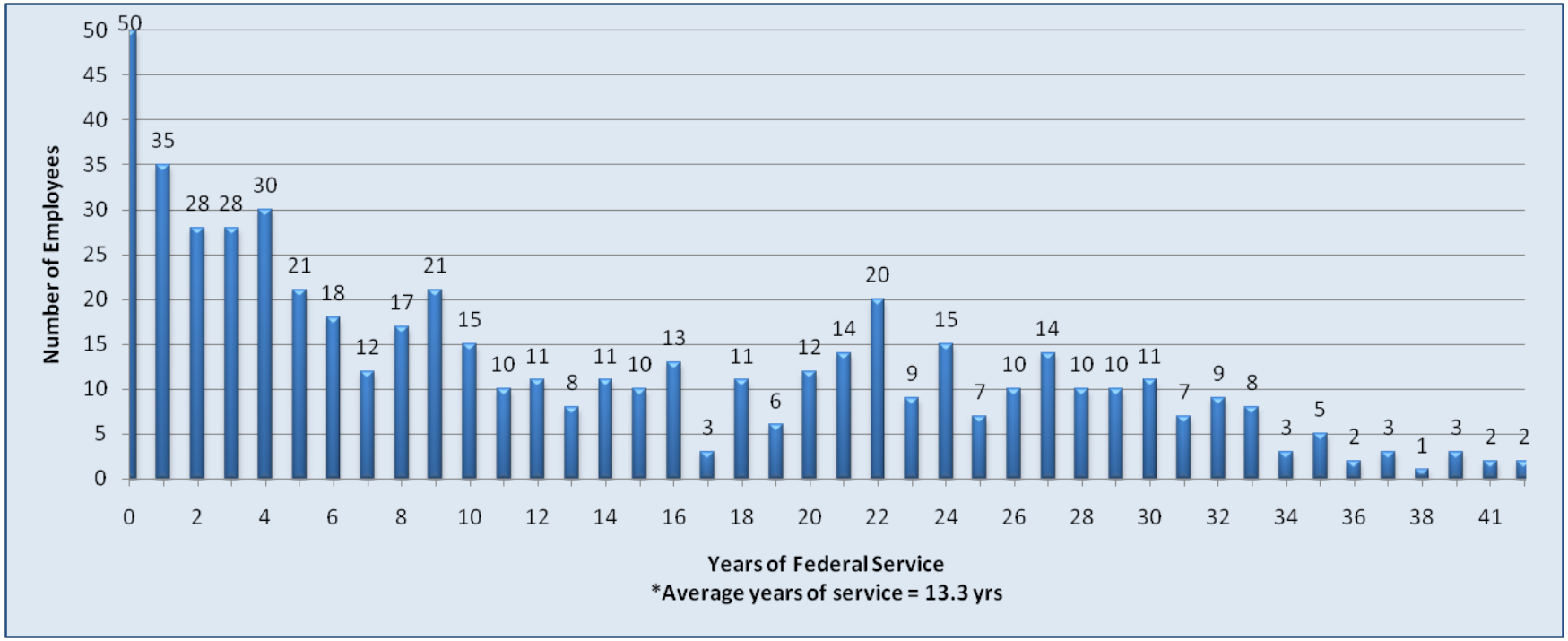
IM/IT Workforce Current State Analysis

Figure 7: NAVMED IM/IT Years in Federal Service



The average years of service (13.3 years) underscores the need to continue recruiting for junior and journey-level staff to begin training for the wave of retirement to come.

1 Figures are based on data provided by NAVMED. September 2010.

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IM/IT Workforce Current State Analysis

Figure 8: NAVMED IM/IT Education

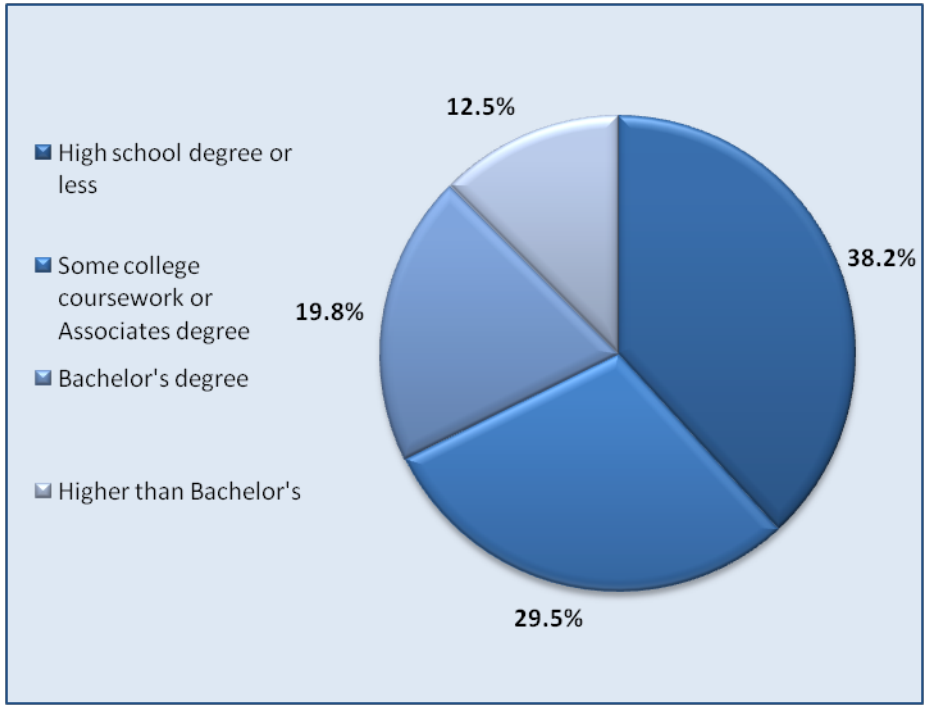
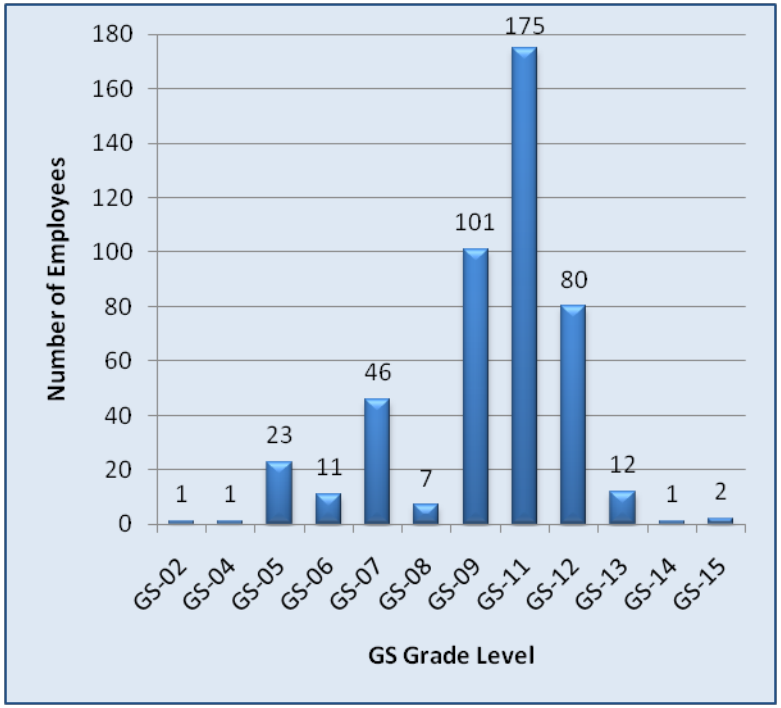


Figure 9: NAVMED IM/IT Grade Distribution



The average level of the civilian IM/IT workforce is between a GS-09 and a GS-11, and 67.7% do not have a bachelor's degree or higher, which could prevent employees from moving into higher level roles, depending on the qualifications required.

1 Figures are based on data provided by NAVMED. September 2010.

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IM/IT Workforce Current State Analysis

Targeted human capital related efforts require an understanding of current and projected IM/IT military workforce demographics.

The *typical* NAVMED IM/IT enlisted personnel	
NAVMED IM/IT Population	
IT Occupations	
Retirement Eligibility	
Education (highest degree achieved)	
Years in Federal Service	
Grade Level	

NAVMED IM/IT Military Enlisted Workforce at a Glance

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September 2010.

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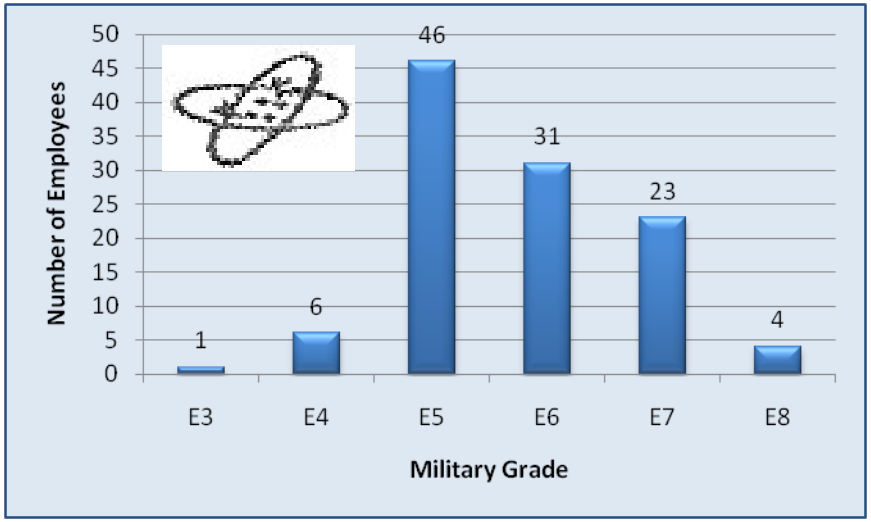
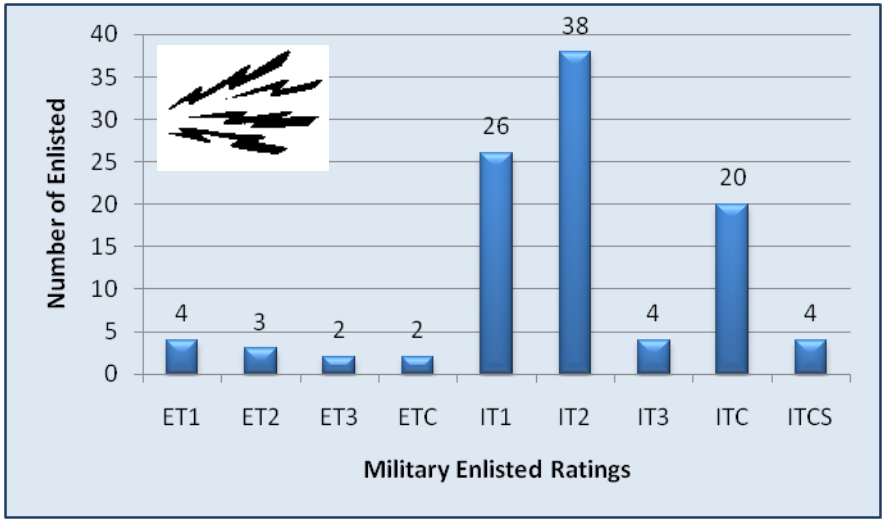
IM/IT Workforce Current State Analysis



NAVMED IM/IT Military Enlisted Ranks



NAVMED IM/IT Military Enlisted Ratings

The average level of the military enlisted personnel currently assigned to the IM/IT workforce within NAVMED are an E5 level, and the majority have the IT rating.

1 Figures are based on data provided by NAVMED. November 2010.

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IM/IT Workforce Current State Analysis

Targeted human capital related efforts require an understanding of current and projected IM/IT military workforce demographics.

The *typical* NAVMED IM/IT enlisted personnel	
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NAVMED IM/IT Military Officer Workforce at a Glance

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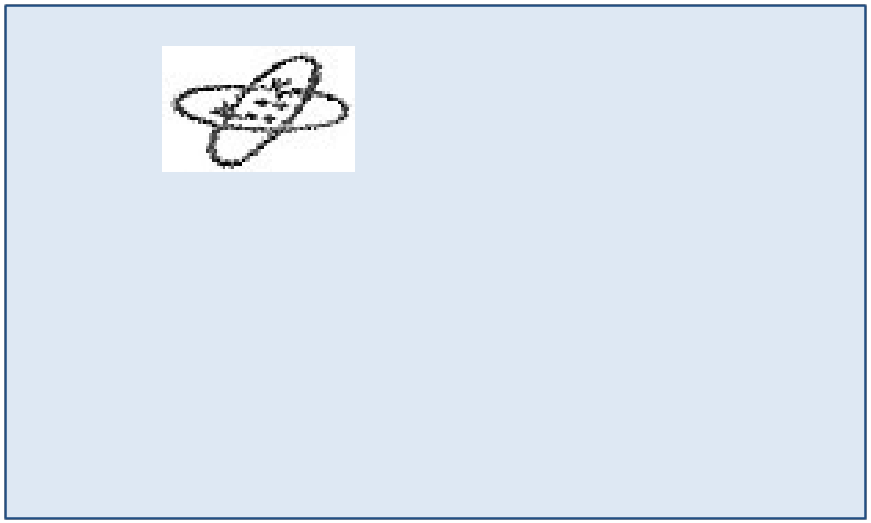
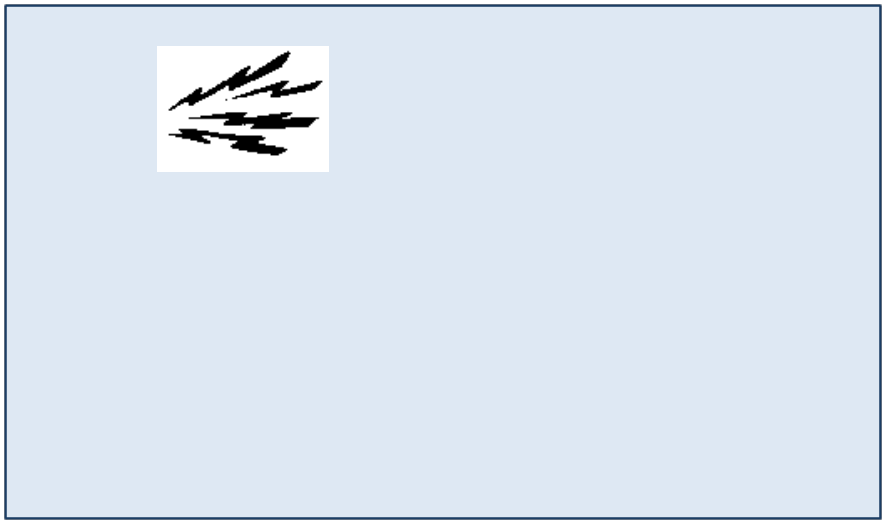
IM/IT Workforce Current State Analysis



NAVMED IM/IT Military Officer Ranks



NAVMED IM/IT Military Officer Designations

The average level of the military officer personnel currently assigned to the IM/IT workforce within NAVMED are an OO level, and the majority have the IT rating.

1 Figures are based on data provided by NAVMED. November 2010.

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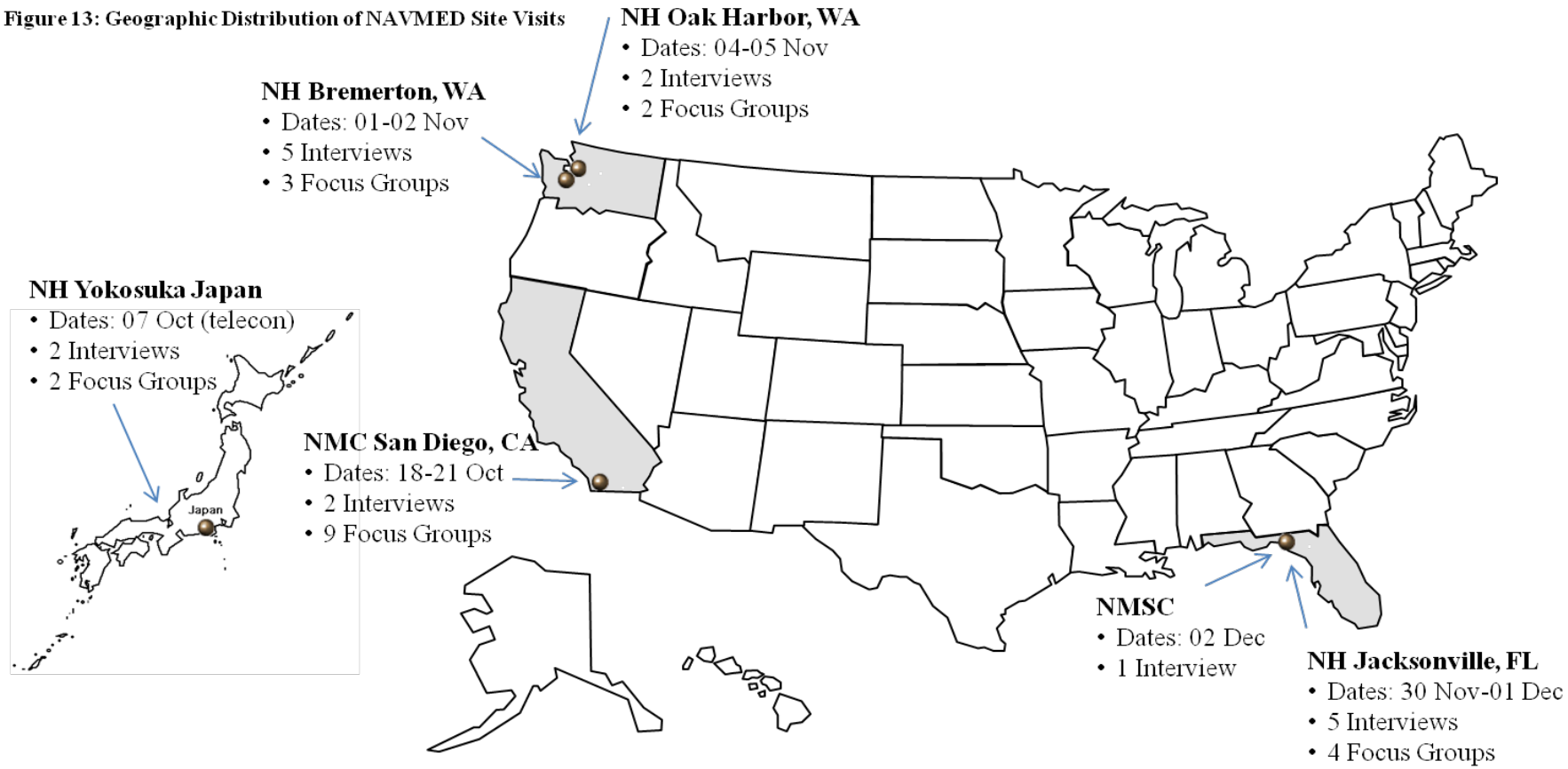
IM/IT Workforce Current State Analysis

Environmental Scan of Various NAVMED Locations

The study team conducted an environmental scan through site visits and teleconferences to five Medical Treatment Facilities (MTF)

Figure 13: Geographic Distribution of NAVMED Site Visits



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BUMED-M6 Staffing Framework

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Targeted Workforce Demand Analysis

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Estimated Resource Requirements

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Career Resource Tools

- DON Cyber/IT Workforce Community:
  - Find competencies for GS Series 0391, 1550, and 2210 (1410 and 1411 coming soon)
  - Link to DON Cyber/IT Virtual Community
  - Link to DON CIO
  - Link to Naval Postgraduate (NPS) Certificate Programs
  - Link to DISA Information Assurance Support Environment
  - Link to Carnegie Mellon Virtual Training Environment
  - Link to Credentialing Opportunities On-Line (COOL)
  - Link to Information Resources management College (IRMC)
  - Link to Information assurance Scholarship Program
  - Link to Workforce Toolkit
  - Link to Learning in a Virtual World Toolkit
  - Link to Cyber/IT Civilian Careers
  - Link to Navy IA Workforce

Visit at:
http://www.public.navy.mil/DONHR/TRAININGDEVELOPMENT/ccmgmt/Pages/CyberITWorkforceCommunity.aspx

Discussion

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–Backups and Notes